

Annual School Report 2025



The following report is prepared according to the School's Annual Reporting Policy and the NSW Government's Education Act. It provides general information to the community about the School's ethos and character and its performance in Academic and Financial terms. More specific information can be obtained by contacting the school directly.

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Theme 1: Our Context

From the Principal: Janet Walsh

I am pleased to present the 2025 Annual Report for Pacific Brook Christian School. This year has been a powerful testimony to God's faithfulness as we have continued to grow as a Christ-centred learning community. Guided by our vision to be a centre of teaching, learning, and serving excellence founded on Biblical values, we have seen God at work in both the significant milestones and the everyday moments of school life.



Strengthening Our Identity and Culture

In 2025, our focus has been on strengthening the foundations of our school - our identity, culture, relationships, and teaching practices. A key milestone in this journey was our participation in the Connoisseurship Review, an internal process within the Pacific Group of Schools. This review affirmed the strength of our Christian culture while also providing valuable insights to guide our continued growth.

Our Vision and Mission have remained central to all we do. Throughout the year, we have intentionally reflected on what it means to be authentically Christian, to deliver quality education, and to foster a rigorous, collaborative, and faith-filled community.

One of the most significant developments has been the creation of our Culture of Learning framework, which articulates our shared beliefs about how students learn best. While still in the early stages of implementation, this framework is already shaping our planning and will continue to guide teaching and learning into 2026.

Feedback from the McCrindle Survey further affirmed the positive culture within our school. Students reported feeling known and supported, families expressed a strong sense of connection, and staff demonstrated deep commitment to the school's mission.

Teaching, Learning, and Student Experiences

Our students have engaged in a wide range of enriching learning experiences this year, supporting their academic, social, and spiritual growth. These included:

Excursions, camps, and workshops

- Cultural and community events such as NAIDOC Week, Harmony Day, and Indigenous cultural visits
- Literacy-focused initiatives including Library visits and Book Week
- Creative and performing arts experiences such as Musica Viva and Circus Challenge
- Service opportunities including Operation Christmas Child
- Sporting events including swimming, cross country, and athletics, with students representing at zone and beyond

These opportunities have enabled students to develop confidence, character, and a heart for service, equipping them to contribute meaningfully to their communities.

A Significant Milestone: Development Approval

A defining moment of 2025 was the approval of our Development Application for the new school campus on Maitland Road. This long-awaited milestone represents years of prayer, perseverance, and faithful commitment. Initial works have commenced on the site and right now the Board is considering next steps.

Community and Partnerships

Our sense of community has continued to flourish throughout 2025. Events such as Mother's Day and Father's Day breakfasts, Community Worship Nights, Homework Club, interest groups, Story Time and Grandparents Day have strengthened the connections between families, staff, and students. These shared experiences continue to foster a strong sense of belonging within our school.

We are deeply grateful for the ongoing support of the Pacific Group of Christian Schools. Leaders including Dr. Boyce, Dr. Lamont, and Miss Lombaard, along with many others, have provided invaluable guidance, encouragement, and practical assistance. Their partnership reminds us that we are part of a broader community united by a shared commitment to Christ-centred education.

Staff and School Stability

An enormous blessing this year has been the increasing stability within our staffing team. Our staff have demonstrated remarkable dedication, remaining steadfast through seasons of uncertainty while continuing to prioritise the needs of students. Their commitment to excellence, care, and faith has been instrumental in shaping the positive culture of our school.

Partnership with Families

We are thankful for the strong partnership we share with our parents and caregivers. Their trust, encouragement, and active involvement in school life have played a vital role in shaping a supportive and connected community. Together, we are working to nurture not only the academic growth of our students but also their character, faith, and sense of purpose.

Conclusion

Philippians 1:6 reminds us, "Being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus." This verse reflects our journey in 2025 - one marked by faith, perseverance, and God's continued provision.

I would like to extend my sincere thanks to our staff, students, families, and the wider Pacific community for your unwavering support and commitment. Above all, we give thanks to God for His faithfulness in every aspect of our school life.

As we step into the year ahead, we do so with gratitude for what has been and excitement for what is to come. May God continue to bless Pacific Brook Christian School and each member of our community.

From the Executive Principal: Dr E J Boyce

Pacific Group of Christian Schools

In 2025, the Pacific Group of Christian Schools has continued to grow as a community committed to Christ, to one another, and to the careful nurture of young lives. Across all our Schools, we give thanks for the strong trust shown by families who seek an education shaped by faith, compassion, and a clear sense of purpose. Our Schools remain places where students are known, valued, and encouraged to grow academically, socially, and spiritually.

Throughout the year, there has been a deepening sense of unity across the Group. Staff, students, and leaders have increasingly shared in learning, service, and encouragement, reflecting our call to be one body serving together. Our teachers and leaders have faithfully pursued excellence in their vocation, seeing their work as service unto the Lord, and our students have responded with creativity, diligence, and generosity.

Service to others continues to be a defining mark of our Schools. Through local community engagement and broader outreach, students have been reminded that learning is not only for personal achievement but for loving God and serving others. As we look ahead, we do so with gratitude for God's provision, confidence in His guidance, and prayer that our Schools would continue to be places of peace, hope, and faithful witness, as we seek to honour Christ in all that we do.



Pacific Brook Christian School

In 2025, Pacific Brook Christian School continued to work toward stability and renewal within a changing community context. Leadership remains focused on strengthening the School's foundations and sustaining relationships with families during a period of transition and planning.

Connection with the wider Pacific Group continues to be a source of encouragement and support. The School looks forward with faith and confidence, grateful for dedicated leadership and staff as it seeks to serve its community with clarity and hope.

From the Board Chair: Mr Mark McCrindle



This Annual Report of the Pacific Group of Christian Schools offers a snapshot of our vibrant Christian culture across ten school communities. While these pages provide an overview of our schools through key figures, financial information, and reports, the true health of our community is seen in the daily interactions between our students, staff, and families.

In 2025, we experienced both the excitement of new beginnings and the significance of transition. A particular highlight was the official opening of our new Early Learning Centre at Dural early in the year. It has been a joy to see our youngest learners begin their journey with us.

We trust this report provides insight into the character of our communities, reflected in our name: *Pacific*. Derived from the Latin relating to peace, the name speaks to the peace-making character we seek to embody as a community, grounded in Jesus' promise: "*Peace I leave with you; my peace I give you*" (John 14:27).

We are thankful for the leadership teams and dedicated staff who faithfully navigate the complexities of our schools while continually prioritising the growth and wellbeing of our students. We are also grateful to our families, who partner with us in the education and care of their children.

From the school Captains: Emilee Cork, Siosaia Jr Hafoka, Alakai DaSilva



We give thanks to God for guiding and supporting our leaders and school community throughout all four terms. We pray that He continues to bless us with His love and mercy in the years to come. I would also like to sincerely thank our teachers for their constant support and encouragement, especially during challenging times. Being a leader is not always easy, but with the support of loved ones, strong teamwork, and faith in God, anything is possible.

Serving as School Captain this year has been an incredible and rewarding experience. From helping with assemblies to organising activities such as Ice Cream Fridays, Father's and Mother's Day stalls and ANZAC Day commemorations, it has truly been an awesome year. One of the highlights was seeing the joy on students' faces, particularly the younger students, and knowing we were helping to create positive memories for them.

Being School Captain has given me the opportunity to learn, grow, and become a strong role model within our school. I am proud to have served the school with dedication and teamwork, and I am grateful for the experiences and skills I have gained throughout this year.

About our School

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Pacific Brook Christian School is a member of the Pacific Group of Christian Schools, which was established in 1979 with the founding of Pacific Hills Christian School. Pacific Brook Christian School commenced operations in January 2018 and is located at 30 Sowerby Street, Muswellbrook. The school occupies a site of historical significance, formerly home to St John's Presbyterian Hall and Church, and Muswellbrook Christian School.

Pacific Brook Christian School is a Christ-centred educational community founded on Biblical beliefs. The school seeks to provide education within a Christian framework, where faith informs teaching and learning practices, relationships, and community life. A strong emphasis is placed on service, character development, and authentic Christian living.

As part of the Pacific Group of Christian Schools, Pacific Brook Christian School shares a common purpose of providing educational communities that demonstrate Christian excellence in teaching, learning, and service. This purpose is reflected through a commitment to Christian principles, high-quality educational outcomes, and the development of a collaborative and supportive school community.

The school campus incorporates a combination of heritage and contemporary facilities. These include the original church building constructed circa 1860, a newer church building dating from approximately 1910, two demountable classroom blocks, a demountable administration office, two student amenities blocks, staff amenities, a kitchen, and a teachers' office.

Pacific Brook Christian School serves the regional town of Muswellbrook, located in the Upper Hunter Valley, approximately 90 minutes north-west of Newcastle. Muswellbrook has a population of approximately 12,500, with the local economy primarily supported by coal mining and horse breeding industries. The school aims to provide an affordable Christian education to families within Muswellbrook and surrounding areas.

Enrolment at Pacific Brook Christian School requires families to support the school's Christian ethos by agreeing with the school's Statement of Faith and complying with the school's policies and procedures.

Curriculum and Educational Programs

Pacific Brook Christian School is fully registered with the NSW Education Standards Authority (NESA) to deliver education from Kindergarten to Year 10. The school offers all mandatory curriculum areas as outlined by NESA, including English, Mathematics, Human Society and Its Environment (HSIE), Science and Technology, Creative Arts, and Personal Development, Health and Physical Education (PDHPE).

In addition to mandatory curriculum requirements, the school offers a range of supplementary learning opportunities. These include Music; Bible studies delivered through daily devotions; Business; Agriculture; Commerce; and violin instruction for students in Years 3 and 4.

All subjects are taught from a Biblical worldview, with an emphasis on critical thinking and the application of learning to everyday life. This approach is supported through classroom discussion and structured Pastoral Care sessions that promote student wellbeing and character development.

Teaching excellence in English and Mathematics remains a core priority. Student progress is monitored through a range of assessment tools, including in-class assessments and the National Assessment Program – Literacy and Numeracy (NAPLAN). Learning Assistants provide targeted support for students requiring additional assistance with literacy, numeracy, or specific learning needs.

The violin program in Years 3 and 4 contributes to cognitive development, coordination, and teamwork. Students have demonstrated strong engagement and positive progress in both programs.

Pacific Brook Christian School is committed to supporting the holistic development of each student, with a focus on spiritual growth, academic achievement, social development, and physical wellbeing.

Mission and Community Engagement

Pacific Brook Christian School exists to serve families in Muswellbrook and surrounding areas, seeking to honour God in all aspects of school life. This commitment is reflected through integrity in governance and management, the development of policies grounded in Christian values, the employment of dedicated Christian staff, and the delivery of a high-quality, faith-integrated curriculum. The school prioritises the wellbeing of its community, demonstrates Christian witness locally and beyond, encourages individual spiritual growth, and upholds standards of honesty, compassion, and moral responsibility.

During 2025, students participated in a range of enrichment and community engagement activities, including involvement in hosting and interacting with visiting senior students from Pacific Hills Christian School, ANZAC Day commemorations, visits to Calvary Aged Care, and participation in Rugby League Gala Days.

Leadership, Staffing, and Enrolment

The 2025 school year saw Mrs Janet Walsh enter her second year in the role of Campus Principal and led the school community through a period of growth, as well as ongoing complexities associated with the Development Application for the school's new site.

At the August Commonwealth Census, Pacific Brook Christian School recorded an enrolment of 88 students. This enrolment enabled the school to employ the equivalent of 6.8 full-time equivalent teaching staff and 5.4 support staff members.



In 2025, Pacific Brook Christian school has the following classes:

Year Level	Teacher
Kindergarten	Mrs Zena Ince
Stage 1	Mrs Zena Ince (Terms One & Two) Mrs Alison Murphy (Terms Three & Four)
Stage 2 Year 3-4	Miss Belinda Ellis & Mrs Sammy Lee
Stage 3 Year 5-6	Mrs Jessica Leyshon & Ms Tori Vines
Stage 4 Year 7-8	Taught by Mr Chris Merx, Mrs Jessica Leyshon, Mrs Janet Walsh, Ms Tori Vines
Stage 5 Year 9-10	Taught by Mr Chris Merx, Mrs Jessica Leyshon, Mrs Janet Walsh, Ms Tori Vines

Play and Learn (PAL) ran as a school readiness program in Terms Three and Four.

Pacific Brook Christian School has purchased a new site for the school. This site will be developed, and it is hoped the school can move to the new site in the near future.

Characteristics of our student body

Enrolments on August 1st, 2025

	Total Enrolments	Boys	Girls	First Nations Students
Kindergarten	10	5	5	3
Year One	3	2	1	1
Year Two	9	4	5	0
Year Three	8	5	3	2
Year Four	10	5	5	1
Year Five	1	1	0	0
Year Six	16	8	8	2
Year Seven	7	3	4	1
Year Eight	11	4	7	2
Year Nine	12	3	9	0
Year Ten	1	0	1	0
Total	88	40	48	12

Priority Areas for School Improvement

Pacific Brook Christian School is committed to strengthening a positive, respectful and Christ-centred school culture that supports student wellbeing and personal growth. Students are guided to model the character of Christ in their daily interactions, demonstrating compassion, grace and responsibility. This focus is intentionally embedded across learning experiences, including classroom devotions, PDHPE, PeaceWise programs, service opportunities and Biblical teaching.



An ongoing priority for school improvement is the consistent reinforcement of positive behaviour and restorative practices. Teachers actively acknowledge and encourage behaviours that reflect care, empathy and respect, while supporting students to take responsibility for their actions, make amends where necessary, and learn from mistakes. Central to this approach is the practice of forgiveness and restoration, reflecting Christian values and strengthening relationships across the school community.

STRATEGIC OBJECTIVE 1 - TEACHING

Teaching and Learning. Leading Continuous Improvement

- Strengthening Quality Teaching Practice Through Professional Learning
- Embedding Evidence-Informed Assessment and Data Use
- Responding to Curriculum Reform to Improve Student Achievement
- Enhancing Literacy and Numeracy Outcomes Across the School
- Building Staff Capacity, Stability and Collaborative Practice
- Supporting Leadership Development and Organisational Effectiveness

STRATEGIC OBJECTIVE 2 – LEARNING

Student Learning, Wellbeing and Achievement

- Improving Student Engagement Through Effective and Blended Learning Practices
- Supporting Individual Student Growth and Academic Progress
- Strengthening Aboriginal Education and Inclusive Learning Practices
- Expanding Pathways Through Online and Networked Learning Opportunities
- Using Data to Inform Strategic Planning and School Improvement
- Strengthening Systems and Processes to Support Learning

STRATEGIC OBJECTIVE 3 – SERVING

Partnerships and Community Engagement

- Strengthening Partnerships with Parents and Carers to Support Learning
- Enhancing Communication and Engagement Through Digital Systems
- Building Collaborative Relationships Within the School Community
- Expanding Local and Inter-School Partnerships

STRATEGIC OBJECTIVE 4 – CHRISTIAN CHARACTER IN COMMUNITY

School Culture, Values and Wellbeing

- Promoting a Respectful, Christ-centred School Culture
- Supporting Staff and Student Wellbeing and Formation
- Encouraging Service, Stewardship and Social Responsibility
- Strengthening a Safe, Inclusive and Supportive Learning Environment



Theme 2: Our Outcomes and Results:

Student outcomes in standardised national literacy and numeracy testing

In 2025, students in Years 3, 5, 7, and 9 participated in the National Assessment Program – Literacy and Numeracy (NAPLAN). These assessments provide a snapshot of student performance in key areas of literacy and numeracy at a specific point in time.

While NAPLAN results offer valuable data to help identify learning strengths and areas for development, Pacific Brook Christian School recognises that education extends far beyond standardised testing. A student's growth in character, behaviour, and the demonstration of faith in action are equally important indicators of overall development and success.

Due to the small size of our student cohorts, individual privacy is a priority, and detailed performance data is not publicly disclosed to protect student confidentiality. General school performance information is available on the My School website: www.myschool.edu.au

For families or stakeholders requiring further information, additional details can be requested through the school administration office, in accordance with privacy and data use guidelines.

The below tables show how many students achieved each proficiency level per year.

Numeracy

	Needs Additional Support	Developing	Strong	Exceeding
Year Three	1	4	3	0
Year Five	0	0	1	0
Year Seven	1	2	4	0
Year Nine	1	7	4	0

Grammar & Punctuation

	Needs Additional Support	Developing	Strong	Exceeding
Year Three	1	5	1	1
Year Five	0	0	1	0
Year Seven	2	2	3	0
Year Nine	3	5	3	1

Reading

	Needs Additional Support	Developing	Strong	Exceeding
Year Three	1	3	3	1
Year Five	0	0	1	0
Year Seven	0	3	4	0
Year Nine	2	2	7	1

Spelling

	Needs Additional Support	Developing	Strong	Exceeding
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Year Three	0	4	3	1
Year Five	0	1	0	0
Year Seven	0	1	5	1
Year Nine	2	3	6	1

Writing

	Needs Additional Support	Developing	Strong	Exceeding
Year Three	0	0	8	0
Year Five	0	1	0	0
Year Seven	1	3	3	0
Year Nine	2	6	3	1

Post-school destinations (secondary schools only)

Year Ten is a single student cohort so the data is not available. Students tend to gain apprenticeships, full time work or enrol with our sister school, Pacific Online Christian School.



Theme 3: Our Staffing

Teacher Accreditation

All teachers at Pacific Brook Christian School have accreditation with the NSW Educational Standards Authority. The table below details the number of teachers at each accreditation level as of the 1st of August 2025.

Level of Accreditation	Number of Teachers
Conditional	1
Provisional	2
Proficient	5
Highly Accomplished (voluntary level)	0

Workforce composition

In 2025, Pacific Brook employed 8 permanent teachers with an equivalent of 6.8 full-time teachers at the census in August. All teaching staff hold appropriate qualifications and registration with NESAs. In addition to the teaching staff, 9 support staff were employed with a 5.4 full-time equivalent workload.

All staff are committed Christians and subscribe to the school's Statement of Faith.

Staff Summary

This is a summary of reported staff at this location by function and gender.

Type	Gender	ALL STAFF		Indigenous	
		Headcount	FTE	Headcount	FTE
Principal	Female	1	1.0	-	-
Teaching Staff	Male	1	1.0	-	-
	Female	6	4.8	-	-
Specialist Support	Female	2	0.6	-	-
Administrative and Clerical	Female	7	4.8	-	-
TOTAL		17	12.2	-	-

Theme 4: Our Student Attendance

Student attendance rates per year level and whole school

School attendance rates for the whole school and each year level for the period of the 2025 school year are as follows in the below table.

Year Level	Attendance Rate
Kindergarten	88.65%
Year One	83.10%
Year Two	90.32%
Year Three	92.70%
Year Four	92.26%
Year Five	90.72%
Year Six	86.53%
Year Seven	89.20%
Year Eight	80.92%
Year Nine	77.26%
Year Ten	74.66%
Whole School	86.44%

Description of how school manages student non-attendance



Pacific Brook Christian School utilises the web-based School Management System, TASS, to effectively manage and monitor student attendance. Classroom teachers record daily attendance directly within the system, enabling accurate and timely tracking of student absences.

By 9.30am each school day, TASS generates a report identifying students with unexplained absences. To support prompt communication with families, a system generated text message is sent to the relevant parent or guardian advising of the student's non-attendance and requesting an explanation. Parents are able

to respond via text message, phone call, or email to provide the reason for the absence.

Where no response is received, a system-generated reminder email is sent seven days after the absence to support accurate record-keeping and ongoing engagement. If further follow-up is required, the school office contacts parents directly to ensure attendance records are complete and up to date.

Theme 5: Our School Policies

Enrolment policy

- [Student Enrolment Policy and Procedures](#)

Child protection policy

Please scroll down the page to "Policies" and select the Child Safe tile required for the particular policies included.

- [Roles and Responsibilities \(Child Safe\) Policy and Procedures](#)

Anti-bullying policy

- [Bullying Prevention and Intervention Policy and Procedures](#)

Discipline policy

- [Student Discipline Policy and Procedures](#)

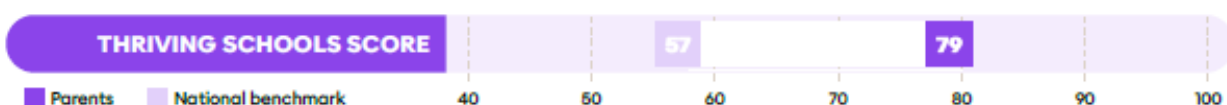
Complaints policy

- [Complaints Handling Policy](#)

Theme 6: Our Community Satisfaction

Parent satisfaction

Parent TSI insights



The McCrindle Parents Survey indicates that Pacific Brook performs most strongly in the areas of leadership and connection. Parents report a high level of trust in the School's leadership, with scores exceeding the national benchmark by 29 points. Similarly, strong support for the

School's goals and strategic direction (+29 points) and alignment with the School's values (+28 points) reflect a highly engaged and supportive parent community.

A strong sense of belonging is also evident, with a score of 76 compared to the national benchmark of 49, alongside a high level of pride in the School community (87 compared to 57). Parents further recognise the School's effectiveness in fostering academic growth, with positive ratings for academic development (78 vs. 59) and students being inspired to learn (84 vs. 58).

While these results are highly encouraging, the survey highlights opportunities for further enhancement. In particular, although still above the benchmark, parents perceive a comparatively lower emphasis on preparing students for life beyond school (70 vs. 57).

The most significant area identified for improvement is the quality of equipment and facilities, which is the only domain to fall slightly below the benchmark (by 4 points). Additional opportunities exist in strengthening social connections among students (66 vs. 56) and enhancing communication between home and school (69 vs. 58).

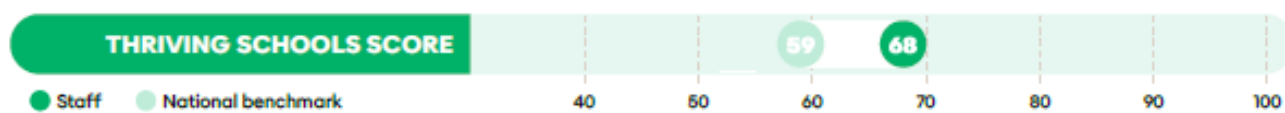
Overall, the results affirm the School's strong foundation while providing clear direction for continued growth and improvement.

Student satisfaction

While there is no formal survey for students, the results from Parents and Staff surveys indicate that Parents are satisfied with the support their child receives, they feel their child is developing in good character, and they are proud to be a part of the school community. The facilities and equipment are an area of growth as expressed by both parents and staff.

Teacher satisfaction

Staff TSI insights



The McCrindle Staff Survey highlights a strong endorsement of Pacific Brook's leadership, with support for the School's goals and plans achieving a perfect score of 100. This exceptional result is underpinned by a high level of trust in leadership, scoring 38 points above the national benchmark. Staff attribute this trust to leaders who listen effectively (+34 points) and consistently model the School's culture and values (+33 points).

Within the staff community, there is also a strong sense of belonging (+19 points above benchmark) and pride in the School (+17 points), reflecting a positive and cohesive

workplace culture. An area identified for development, however, is the strengthening of social connections between students, which scored 5 points below the benchmark.

The positive perception of leadership extends to the support provided to teachers, with staff reporting they are well equipped to deliver quality learning experiences (+22 points). While these results are encouraging, other measures within teaching and student development are closer to national benchmarks, indicating opportunities for growth. In particular, staff perceive a need to further strengthen the School's capacity to prepare students for life beyond school, which scored 14 points below the benchmark.

Survey findings suggest that enhanced investment in facilities and technology could support improvements in student development outcomes. The quality of equipment and facilities scored 26 points below the benchmark, while the effective use of technology to enrich the student learning experience scored 25 points below.

Overall, the results affirm strong confidence in leadership and staff culture, while identifying key areas for strategic focus to further enhance student outcomes.

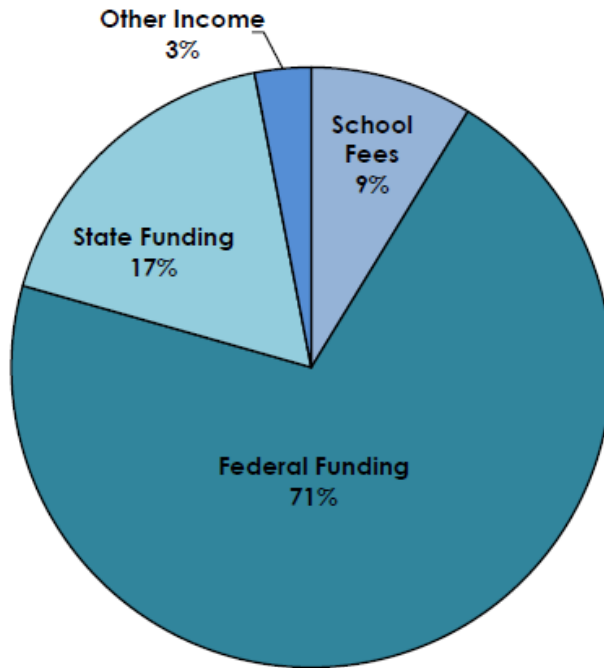


Theme 7: Summary of our Financial Information

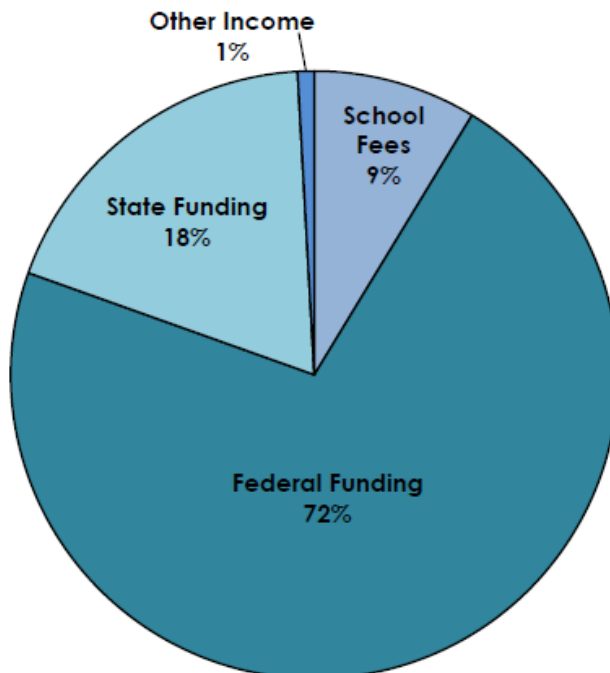
Recurrent/Capital Income

INCOME SOURCES

2025



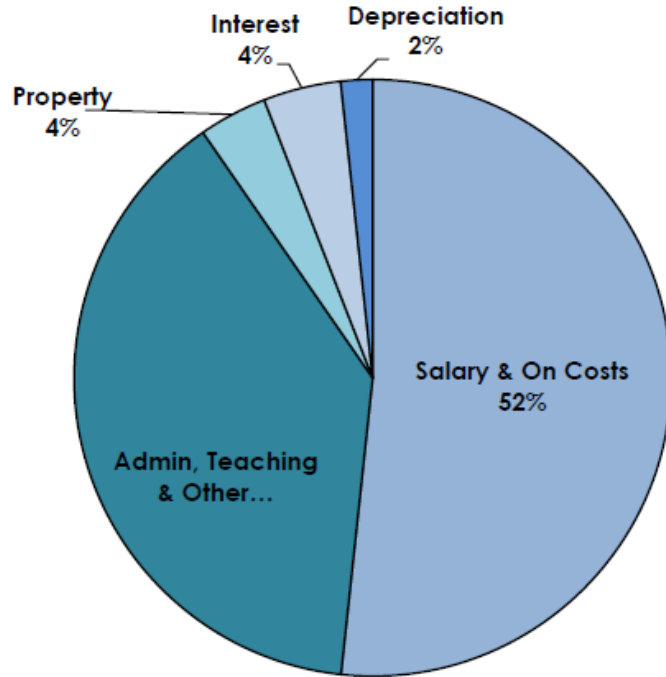
2024



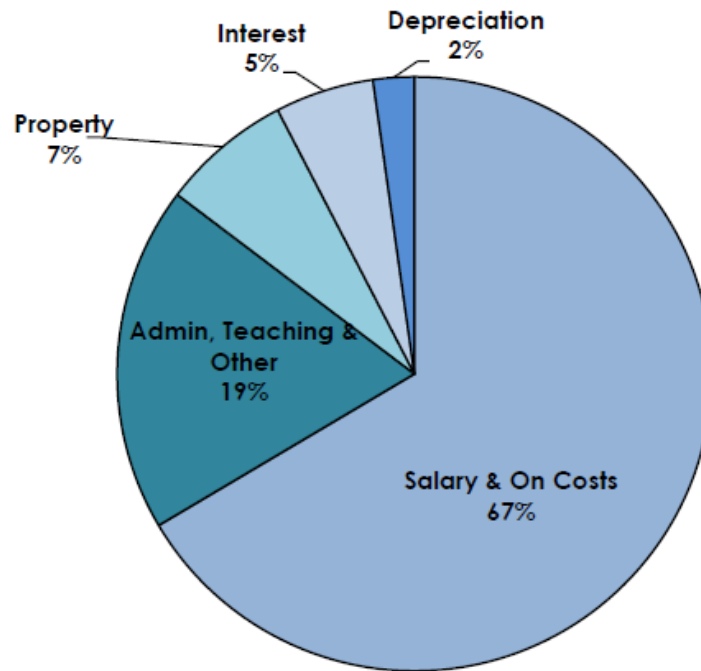
Recurrent/Capital Expenditure

EXPENDITURE AREAS

2025



2024





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Pacific Brook Christian School is an independent school trading under
the Pacific Group of Christian Schools ABN 11 001 832 828